



Member Compensation Survey 2008

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Purpose

This survey is published so that members of the Applied Science Technologists and Technicians of British Columbia and their employers may have the opportunity of comparing job responsibility, experience and other factors with the salary ranges reported by the Association. The Compensation Survey should prove to be a valuable aid for reviewing employee remuneration. The Member Compensation Survey has been published by the Association since 1977.

The Applied Science Technologists and Technicians of BC is a self-governing professional association established under provincial legislation. The mission of ASTTBC is to serve the public by regulating the supporting Technology Professionals' commitment to a safe, healthy, and sustainable society and environment.

Methodology

The basis for the 2008 Member Compensation Survey is the compilation of results of a questionnaire sent to registrants in October, 2008. Each member was asked to complete the Classification Rating Guide and provide their salaries as of January 1st, 2009. All registrants, including those in our Technical Specialist programs, had the opportunity to participate with the exception of student, retired and honorary members.

The survey was conducted on-line, however paper copies of the questionnaire were mailed to members who have not provided the Association with a current e-mail address.

Definitions/calculations used in this report are as follows:

- Average (A) - the sum of the observations divided by the number of observations.
- Median (M) - the number which divides the higher half of observations from the lower half, i.e. cuts the data set in half. The median was calculated by arranging the observations from lowest to highest and picking the middle one. (Median gives a measure that is less affected by outlying values than is the average and provides a more 'typical' result than the average).
- First Quartile (Q1) - the cut off point for the lowest 25% of the sorted observations.
- Third Quartile (Q3) - the cut off point for the highest 25% of the sorted observations.

Results for Technical Specialist programs are reported separately from those for Technologists and Technicians. Individuals who hold both an ASCT or CTech designation and a Technical Specialist designation were included in the results for Technologists and Technicians.

Results are reported only for groups with sufficient number of responses to provide meaningful analysis. Salaries from those not employed in a technical field, non-BC residents, part-time, retired and unemployed members and full-time students were excluded from salary comparisons.

All reported salaries in this survey are expressed on a MONTHLY basis except for self-employed members whose salaries are reported as annual. See the separate table for information on annual salaries and other data for self-employed respondents.

Summary

Response Rate:

A total of 8,602 registrants were eligible to participate; 1,290 responded for a 14% response rate. This compares to a 14.37% response for the last survey.

Self-rating System:

The Classification Rating Guide has been used by the Association since 1977. The results indicate that the majority of the members are both objective and consistent. There has been a slight upward trend in reported level of members over the years. The following are the average point scores for the last seven surveys...

1991	396 points
1993	411 points
1995	431 points
1997	418 points
1999	435 points
2007	462 points
2008	477 points

Median Salaries Reported:

Technologist/Technician – all categories of registration

Level of Classification	Technologist	Certified Technician	Graduate Technologist / Technician	Associate
Monthly Salary (M)	\$6500	\$6166	\$4166	\$5000
No. of Replies	833	200	109	46

Technical Specialist – certified level only

	Construction Safety Officer	Fire Protection	Onsite Wastewater
Monthly Salary (M)	\$5833	\$4567	\$5000
No. of Replies	8	26	21

Note: Building Design; House & Property Inspection; Public Works Inspection; Site Improvements Surveys; Steel Detailing - insufficient responses.

Miscellaneous Findings:

• Reporting salary increase for 2008	87%		
Increase	Q1	M	Q3
2008	2.50%	3.50%	7.00%
2007	2.50%	4.00%	8.00%
• Sector:	private	70%	public 30%
Monthly Salary	Q1	M	Q3
Private	4916	6250	8283
Public	5050	5833	7083
• Male	91%	Female	9%
• Working in discipline of registration	85%		
• ASTTBC dues paid by employer	2008	63%	2007 60%
• Supervisory position	52%		

Table 1 - Monthly Salary by Technology

Discipline		AScT	CTech	Associate	GradTech	Overall	
						Replied	Salary
Biomedical	Q3	6250					6250
	M	5375		7905		16	5417
	Q1	5167					5167
BioSciences	Q3	5333			4167		5333
	M	4875	6583		3750	15	4667
	Q1	4458			3200		3917
Building	Q3	7917	6667	5896	5417		7500
	M	6333	5583	4167	4542	138	5838
	Q1	5417	4583	3917	3750		4667
Chemical	Q3	8352	8333		6750		7500
	M	6542			3667	22	6417
	Q1	4667	5833		3333		4667
Civil	Q3	7500	8333	5833	5233		7500
	M	6250	6583	5042	3958	414	5917
	Q1	5167	5000	4333	3667		5000
Electrical	Q3	9167	7021	5083	7917		8750
	M	7625	5833		7417	84	6667
	Q1	6250	4708	5000	3000		5417
Electornics	Q3	8083	7083	8167	6250		7500
	M	6583	6083	5417	4708	199	6250
	Q1	5500	5250	4375	3000		5250
Environmental	Q3	7917	8333	3833			7917
	M	5500	5167		5000	42	5167
	Q1	4750	3750	3333			4583
Forest Engineering	Q3	7083					7083
	M	6667				3	6667
	Q1	6250					6250
Gas & Petroleum	Q3	7875					7875
	M	7250				14	7250
	Q1	6448					6448
Geomatics	Q3	8333	5833				7500
	M	6250	5417		2917	47	5833
	Q1	5000	4623				5000
Industrial	Q3	16088	13667				10708
	M	7750	5500			6	7417
	Q1	7417	3333				4583

Table 1 - Monthly Salary by Technology ... cont'd

Discipline		AScT	CTech	Associate	GradTech	Overall	
						Replied	Salary
Information Technology	Q3	6000					5625
	M	5625	5083		3750	6	5083
	Q1	4833					4083
Mechanical	Q3	8720	8583	7530	4667		8167
	M	6667	6667	5958	4083	167	6250
	Q1	5167	5167	3750	3083		4667
Metallurgy	Q3	9667					9667
	M	8250				7	8250
	Q1	6667					6667
Mining	Q3	9167					9167
	M	8320	8167			12	8308
	Q1	6500					6500

Table 2 - Monthly Salary by Technical Specialist

	Construction Safety	Fire Protection	Onsite Wastewater
	CSO	RFPT	ROWP
Q3	6667	5833	6382
Median	5833	4567	5000
Q1	3333	3458	3333
Replies	8	26	21

Note: Building Design; House & Property Inspection; Public Works Inspection; Site Improvement Surveys; Steel detailing - insufficient responses

Table 3 - Monthly Salary by Years of Experience

Years	Replies	Q1	M	Q3
<1	6	1208	1875	3458
1	29	3063	3500	4167
2	27	3146	3750	4542
3	38	3875	4333	4742
4	27	4188	4833	6042
5	48	4375	5000	5417
6	36	4168	5500	6750
7	31	4500	5168	6500
8-9	70	4772	5596	6667
10-11	60	5167	6042	7750
12-13	58	5000	5833	6708
14-15	70	5208	6315	8333
16-18	75	5333	6125	7500
19-21	136	5167	6083	7500
22-25	109	6121	7292	9167
>25	431	5421	6667	8500

Table 4 - Monthly Salary by Responsibility Level

Points	Replies	Q1	M	Q3
<100	0	0	0	0
101-150	1	2083	2083	2083
151-200	7	2417	2915	3750
201-250	62	3167	3917	4583
251-300	72	3813	4417	5167
301-350	120	4490	5000	5835
351-400	128	4583	5167	6250
401-450	160	4917	5646	6604
451-500	139	5243	6125	7500
501-550	160	5833	6667	8188
551-600	135	5833	7083	8417
601-650	108	6458	7500	8896
651-700	95	6667	7917	10625
>700	67	8250	10417	12917

Points are determined by using the 'Classification Rating Guide'

Table 5 – Monthly Salary by Geographic Location

Location	Replies	Q1	M	Q3
Interior	80	5250	6250	7583
Kootenays	55	4667	6250	8042
Lower Mainland	665	5000	6250	8000
Northern	55	5000	6042	7667
Okanagan	149	4583	5833	6833
Vancouver Island	191	4667	5417	6667

Table 6 – Monthly Salary by Type of Work

Work	Replies	Q1	M	Q3
Administration	267	6167	7583	9167
CADD	78	3750	4500	5608
Consulting	202	5000	6333	8575
Design	241	5000	5833	6667
Environmental	35	3917	5000	6250
Production	67	4274	6250	7500
Quality Control	57	4583	5750	6667
Research	12	3694	5000	5833
Sales	30	5334	7500	9208
Teaching	13	5417	6667	7333
Other	250	4667	5500	6875

Table 7 – Monthly Salary by Industry

Work	Replies	Q1	M	Q3
Construction	213	5000	6250	8333
Education	24	3025	5417	7333
Electronics	29	3383	5000	7417
Engineering	278	5000	5833	7083
Environmental	50	4167	5167	7833
Federal Gov't	14	5084	6000	6706
Forestry	23	5417	6958	8560
Information Tech	10	4084	5833	8584
Manufacturing	78	4500	6667	8225
Medical	18	4750	5167	5458
Mining	32	5833	8083	9500
Municipal Gov't	125	5083	5833	7092
Petroleum	31	6250	9167	12033
Provincial Gov't	38	4859	5417	6792
Public Utility	83	5667	6500	8333
Telecomm	70	5250	6000	6667
Transportation	55	5275	6250	7500
Others	80	3892	5583	8208

Table 8 – Monthly Salary by Graduation Year

Year	Replies	Salary (M)	Points (M)
prior	46	6667	533
1970	12	8116	596
1971	15	6667	528
1972	22	7250	476
1973	14	7833	544
1974	23	7750	509
1975	26	6875	525
1976	26	7979	551
1977	24	7500	561
1978	34	6958	509
1979	31	6250	495
1980	23	7583	576
1981	31	6833	502
1982	26	6292	492
1983	29	6250	491
1984	32	6500	567
1985	39	7725	556
1986	38	7375	526
1987	28	6146	504
1988	30	6208	493
1989	21	6667	517
1990	30	7042	457
1991	28	6292	495
1992	29	6250	479
1993	28	6250	491
1994	44	6167	495
1995	34	6562	501
1996	25	6250	483
1997	15	5417	453
1998	27	6167	476
1999	25	5833	485
2000	33	5750	431
2001	25	5500	420
2002	28	5167	381
2003	40	5625	465
2004	37	5250	413
2005	29	4583	362
2006	28	4332	353
2007	32	3958	365
2008	20	3625	337
2009	6	2592	341

Table 9 - Benefits Provided by Employer

Type	Percent (%)
Extended Health	86
Dental Plan	85
Life Insurance	77
Prescription Drugs	77
Disability Coverage/Sick Leave	74
BC Medical	75
Pension Plan	60
Pays ASTTBC Dues	63
Partially pays ASTTBC Dues	1
Overtime (Paid)	51
Profit Sharing/Incentive Systems	37
Company Car	21
Employers support ASTTBC Registration	47

Table 10 -Annual Income of Self-Employed Members

	Min	Q1	Median	Q3	Max
Annual Salary	8000	44000	75000	120000	500000
Hourly Rate	9	45	70	95	192
No. of Years	1	4	8	17	48
	Min	Q1	Median	Q3	Max
CADD	8000	33000	70000	85000	120000
Computer/IT	45000	45000	52000	52000	65000
Consulting	15000	50000	80000	130000	350000
Design	12000	36000	55000	70000	135000
Inspection	12500	19000	39500	71000	300000
Production	30000	35000	50000	90000	500000
Project Management	10000	74000	110000	130000	200000
Sales	25000	100000	115000	120000	130000

* Based on 121 responses